

Introduced by: Councilmember Williams

First Reading: June 6, 2005

Second Reading: June 13, 2005

ORDINANCE NO. 2005- 17
An Ordinance to Adopt an FY06 Pay Plan
for Staff Who Are Not Covered By A Collective Bargaining Agreement

WHEREAS, the pay scale for the City's management staff and staff who are not covered by a collective bargaining agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-28 or as modified herein; AND

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

WHEREAS, the Department of Labor, Wage and Salaries Employment Cost Index for State and Local Government as of December 2004 shows an annual market increase of less than 2.5%; AND

WHEREAS, the Collective Bargaining Agreements require a minimum increase of 2.5%; AND

WHEREAS, the City wishes to provide benefits to non-union employees that equate to those received by union employees.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT the attached pay scale is adopted for the City's management staff and staff who are not covered by a collective bargaining agreement for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the Council.

Adopted this 13th day of June, 2005 by roll-call vote as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 06**Ordinance No. 2005-17****For Management Staff and Staff who are not covered
by a collective bargaining agreement.****2.5% Market Adjustment Effective July 1, 2005**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Poi	Maximu
21	Annual Hourly	\$24,896 \$11.97	\$25,642 \$12.33	\$26,412 \$12.70	\$27,204 \$13.08	\$28,020 \$13.47	\$33,111 \$15.92
22	Annual Hourly	\$26,389 \$12.69	\$27,181 \$13.07	\$27,996 \$13.46	\$28,836 \$13.86	\$29,701 \$14.28	\$35,098 \$16.87
23	Annual Hourly	\$27,973 \$13.45	\$28,812 \$13.85	\$29,676 \$14.27	\$30,567 \$14.70	\$31,484 \$15.14	\$37,204 \$17.89
24	Annual Hourly	\$29,651 \$14.26	\$30,541 \$14.68	\$31,457 \$15.12	\$32,401 \$15.58	\$33,373 \$16.04	\$39,436 \$18.96
25	Annual Hourly	\$31,430 \$15.11	\$32,373 \$15.56	\$33,344 \$16.03	\$34,345 \$16.51	\$35,375 \$17.01	\$41,802 \$20.10
26	Annual Hourly	\$33,316 \$16.02	\$34,315 \$16.50	\$35,345 \$16.99	\$36,405 \$17.50	\$37,497 \$18.03	\$44,310 \$21.30
27	Annual Hourly	\$35,315 \$16.98	\$36,374 \$17.49	\$37,466 \$18.01	\$38,590 \$18.55	\$39,747 \$19.11	\$46,969 \$22.58
28	Annual Hourly	\$38,846 \$18.68	\$40,012 \$19.24	\$41,212 \$19.81	\$42,448 \$20.41	\$43,722 \$21.02	\$51,666 \$24.84
29	Annual Hourly	\$42,731 \$20.54	\$44,013 \$21.16	\$45,333 \$21.79	\$46,693 \$22.45	\$48,094 \$23.12	\$56,832 \$27.32
30	Annual Hourly	\$49,141 \$23.63	\$50,615 \$24.33	\$52,133 \$25.06	\$53,697 \$25.82	\$55,308 \$26.59	\$65,357 \$31.42
31	Annual Hourly	\$56,512 \$27.17	\$58,207 \$27.98	\$59,953 \$28.82	\$61,752 \$29.69	\$63,605 \$30.58	\$75,161 \$36.13
32	Annual Hourly	\$64,989 \$31.24	\$66,938 \$32.18	\$68,946 \$33.15	\$71,015 \$34.14	\$73,145 \$35.17	\$86,435 \$41.56
33	Annual Hourly	\$74,737 \$35.93	\$76,979 \$37.01	\$79,288 \$38.12	\$81,667 \$39.26	\$84,117 \$40.44	\$99,400 \$47.79
34	Annual Hourly	\$85,947 \$41.32	\$88,526 \$42.56	\$91,182 \$43.84	\$93,917 \$45.15	\$96,735 \$46.51	\$114,310 \$54.96